

LETTER OF AGREEMENT

**Detroit Public Schools Community District (“District”)
and
Detroit Federation of Teachers (“DFT”)**

SEVERANCE PACKAGE FOR 2022-2023 SCHOOL YEAR

WHEREAS, the District and the DFT jointly seek to enhance the payments to DFT bargaining unit members electing to leave the employ of the District at the end of this 2022-23 school year, in job classifications which face reductions or layoffs due to the District’s reorganization of operations;

WHEREAS, the District has available funds to provide for such payments in this fiscal year and thereby reduce any economic impact caused by such separation of employment;

THEREFORE, the District and the DFT agree to the following terms which shall apply to all DFT bargaining unit members (“members”) in the job classification of College Transition Advisor:

1. Members in the job classification of College Transition Advisor shall be eligible for the Severance Package as set forth below.
2. The District shall pay to the eligible members the Severance Package consisting of the following three components:
 - i) \$25,000
 - ii) \$10,000 COBRA cost benefit
 - iii) Payment for sick days based on the formula currently used for retirement (\$45.00 for each unused day in a member’s sick bank up to one hundred [100] days and \$65.00 for each unused day in a member’s sick bank for days one hundred and one [101] to two hundred [200] for a maximum payout of \$11,000.00.

The maximum severance payment will be \$46,000 (\$25,000 + \$10,000 + \$11,000), less any applicable withholdings.

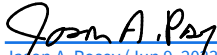
The minimum severance payment will be \$35,000 (\$25,000 + \$10,000 + 0), less any applicable withholdings.
3. Acceptance of severance waives all rights to recall or other provisions of the collective bargaining agreement, except the grievance arbitration procedure thereunder which shall continue for the purpose of addressing and resolving alleged violations of this Letter of Agreement.
4. College Transition Advisors who have already submitted a separation from service form to HR notifying the District of their intent to retire July 1, 2023, or August 1, 2023, shall also be eligible for this Severance Package.

5. The deadline for eligible members to apply for this Severance Package shall be June 16, 2023.
6. Payments for this Severance Package shall be made in three (3) separate installments. The first two installments shall be made by the District no later than July 25, 2023. The third installment shall be made no later than the end of August 2023.
7. This agreement is for the 2022-23 school year only except to the extent otherwise provided herein.

The District and the DFT each reserve all rights to collective bargaining over other aspects, effects, or impacts of the layoffs or reductions to the extent permitted by law, including but not limited to transfer or recall issues, in future years. This Letter of Agreement addresses solely the economic payments for eligible DFT bargaining unit members in the job classification of College Transition Advisor who elects separation from employment with the District upon or shortly after the conclusion of the 2022-23 school year.

SO AGREED:

For the DFT:



Jason A. Posey (Jun 9, 2023 18:46 EDT)

Signature

Jun 9, 2023

Date

For the District:



Luis Solano (Jun 9, 2023 18:59 EDT)

Signature

Jun 9, 2023

Date

Approved:



Laskia Wilson-Lumpkins (Jun 9, 2023 18:34 EDT)

Laskia Wilson-Lumpkins, President, Detroit Federation of Teachers

Approved:

Nikolai P. Vitti, Ed.D, General Superintendent